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HOME DEPARTMENT

NOTIFICATION

The 18th September 2012

No. 37052—HOME-DA1-RULE-57/2012-D. & A.—In exercise of the powers conferred by Section 2 of the Police Act, 1861 and in supersession of the rules/regulations/orders/instructions except as respects things done or omitted to be done before such supersession, the State Government do hereby make the following order regulating the method of recruitment and conditions of service of the persons appointed to the posts of Sub-Inspector of Police (Armed), namely :—

1. Short title and commencement :

(1) This order may be called the Odisha Police Service (Method of Recruitment and Conditions of Service of Sub-Inspector of Police) (Armed) Order, 2012.

(2) It shall come into force on the date of its publication in the *Odisha Gazette*

PART I

2. Definitions :

In this order, unless the context otherwise requires :—

- (a) “Appointing Authority” means the Deputy Inspector General of Police posted at State Police Headquarters;
- (b) “Battalion” means Odisha Special Armed Police Battalions, Odisha State Armed Police (Special Security) Battalions and India Reserve Battalions of Odisha Police (Constituted under OSAP Act);
- (c) “Board” means the Central Selection Board constituted under Order 11;
- (d) “Committee” means the Selection Committee constituted under Order 18;
- (e) “Commission” means the Odisha Staff Selection Commission;
- (f) “Districts” shall include “Police Districts” like Berhampur/Rourkela/GRP, Cuttack and GRP, Rourkela/Urban Police District, Bhubaneswar/Urban Police District, Cuttack or any other Police District so constituted by Government from time to time;

- (g) “Ex Servicemen” means the person defined in the Odisha Ex Servicemen (Recruitment to State Civil Services and Posts) Rules, 1985;
- (h) “Recruitment year” means the calendar year during which advertisement for recruitment is actually issued;
- (i) “Select List” means—
 - (a) the list of successful candidates sponsored by the Commission to the Director General and Inspector General of Police containing the names of the candidates considered in order of merit suitable for appointment, under the provision of this order;
 - (b) the list of successful candidates selected by way of Limited Departmental Competitive Examination and considered in order of merit suitable for appointment, under the provision of this order; and
 - (c) the list of successful candidates selected for promotion from Assistant Sub-Inspector of Police and considered in order of merit suitable for appointment, under the provision of this order;
- (j) “Scheduled Castes and Scheduled Tribes” shall have reference to the Scheduled Castes and Scheduled Tribes specified in the Constitution (Scheduled Castes) Order, 1950 and the Constitution (Scheduled Tribes) Order, 1950, as the case may be, made under Articles 341 and 342 of the Constitution of India, respectively and as amended from time to time;
- (k) “SEBC” means the Socially and Educationally Backward Classes as referred to in Clause(e) of Section 2 of the Odisha Reservation of Post of Service (for Socially and Educationally Backward Classes) Act, 2008 (Odisha Act 6 of 2009);
- (l) “Sports Person” means a person, who would be issued identity card as sports person by the Director, Sports as per Resolution No. 24808-Gen., dated the 18th November 1985 of General Administration Department, as amended from time to time; and
- (m) “State Government” means the Government of Odisha.

3. Cadre :

(1) The posts of Drill Sub-Inspector of Police, Sergeants and Deputy Subedars whether located in Districts, Battalions or elsewhere within the State shall be named as Sub-Inspector of Police (Armed).

(2) The Sub-Inspector of Police (Armed) shall constitute the State cadre for all the Police Establishments:

Provided that the Sub-Inspector of Police (Armed) posted in Odisha Special Armed Police, 2nd Battalion and to the specified strength from 5th Battalion Odisha Special Armed Police, shall be treated separately as Gurkha cadre.

RECRUITMENT**4. Method of recruitment :**

The vacancies shall be filled up by way of direct recruitment, Limited Departmental Competitive Examination and by promotion as indicated below:—

- (i) 33.5% of the vacancies by way of direct recruitment by the Commission;
- (ii) 33.5% of vacancies by way of Limited Departmental Competitive Examination; and
- (iii) 33% of vacancies by way of promotion.

5. Determination of vacancies :

Vacancies in the sanctioned posts, to be filled up in a year shall be determined by the Director General and Inspector General of Police. The total vacancies shall be calculated taking into account the existing vacancies and anticipated vacancies, not exceeding the actual number of Police officers superannuating or being promoted to the higher ranks of the hierarchy up to Deputy Commandant by the end of the calendar year.

6. Reservations vacancies :

(1) Notwithstanding anything contained in this order, reservation of vacancies of post, as the case may be, for candidates belonging to:—

(a) Scheduled Castes & Scheduled Tribes shall be made in accordance with the provisions of the Odisha Reservation of vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules framed thereunder for direct recruitment and Limited Departmental Competitive Examination and as well as promotion given separately.

(b) SEBCs. in accordance with the provisions made under such Act, Rules, Orders or Instructions issued in this regard by the Government from time to time for direct recruitment only.

(c) Sports person and Ex Servicemen in accordance with the provisions made under such rules, Orders or Instructions issued in this regard by the Government from time to time for direct recruitment only.

(2) Persons with disability and Women are not eligible for recruitment.

PART II**DIRECT RECRUITMENT****7. Notification of vacancies :**

Direct recruitment shall be made under the provisions of the Combined Competitive Recruitment Examination for Group-C posts of Odisha Police Service, Odisha Prison Service and Odisha Fire Service Order, 2008.

8. Training of Sub-Inspector of Police :

(a) Candidates recruited through the direct recruitment shall undergo a basic course of training for a period of fifteen months in training centre as decided by the Director General and the

Inspector General of Police. The syllabus for the training shall be finalized by the Director General and the Inspector General of Police. After successful completion of the training they shall be posted to Police Establishments.

(b) If the candidates fails in the examination, he shall be given two chances to clear it without having to undergo training again.

(c) If a candidate fails in two chances, he shall be discharged from service. The annual increments will not be allowed unless and until the candidate passed the aforesaid examination.

PART III

RECRUITMENT BY LIMITED DEPARTMENTAL COMPETITIVE EXAMINATION FOR SUB-INSPECTOR OF POLICE

9. Notification of vacancies :

(a) The vacancies to be filled up by way of Limited Departmental Examination shall be circulated by the State Police Headquarters Odisha inviting applications from the members of the police force. Such notice shall be circulated among all establishments of the Odisha Police.

(b) The eligible candidates who submit application within the prescribed time shall have to appear in Physical Test followed by a Written Test.

10. Eligibility criteria :

A candidate in order to be eligible for appearing at the Limited Departmental Competitive examination must satisfy the following conditions:—

- (a) he must be serving member of the Odisha Police, in the rank of Constable/Sepoy, Lance Naik, Havildar of all Establishment of Odisha Police;
- (b) he must have passed +2 Examination in 10+2 pattern in any discipline from any Educational Institution;
- (c) he must be of sound health, good physique and free from any organic defects or any bodily infirmity likely to interfere with the discharge of his duties;
- (d) he must not exceed thirty-five years of age as on 1st day of January of the year in which notification is published inviting the applications;
- (e) he must have completed atleast five years of continuous service as such; and
- (f) he must have completed the basic course of training (in case of Constable/Sepoy).

11. Constitution of Selection Board :

There shall be constiuted a Selection Board, consisting of the following members for conducting the selection process, namely:—

- (i) Additional Director General of Police, SAP/
I. G. of Police, SAP, Odisha. Chairman
- (ii) D. I. G. of Police
(Nominated by the D. G. & I. G. of Police) Member
- (iii) Commandant
(Nominated by the D. G. & I. G. of Police) Member

(iv) Head of one Training Establishment

(Nominated by the D. G. & I. G. of Police.) . . . Member

12. Recruitment Process :

(1) Physical Test : The candidates shall have to qualify in the following Physical Test :—

(a) Running 10 Kms. . . . In 50 minutes or less

(b) Test on Battle Obstacle & Assault Course . . . 17 minutes or less

(c) Physical Proficiency Test . . . Qualifying.

N. B.— Candidates qualifying in the Physical Proficiency Test shall be allowed to appear in the Written Tests.

(2) The written examination shall carry 200 marks in the following manner :—

(a) Written Test :

The questions in the Written Test will be of objective multiple choice type. The subjects of Written Test will be followings :—

(i) Map Reading . . . 50 marks

(ii) Weapons and Explosives. . . . 50 marks

(iii) Anti Extremist Tactics . . . 100 marks

(3) Career Marking :

Following bonus marks shall be awarded to candidates for—

Weightage in Career . . . 10 marks

(i) Gallantry Medal . . . 10 marks.

(ii) D. G. P. Disc. . . . 7 marks.

(iii) Rewards for participation
in Armed encounters with extremists. . . . 5 marks

(iv) More than 5 G. S. Marks . . . 3 marks

only highest marks will be considered.

(4) Interview :

Interview will be held to test the aptitude of the candidate to act as a Junior Leader of the force in anti extremist operations. This will be of 10 marks.

13. Merit list :

- (1) The Selection Board, shall prepare the merit list on the basis of aggregate marks obtained in tests as indicated in Order 12. The Selection Board shall prepare separate merit list for general candidates and each reserve category candidates separately and then merge them to prepare a common merit list.
- (2) The following principle shall be followed in determination of position in the merit list in case two or more candidates secure equal marks :—

(i) If the aggregate marks obtained are equal, the person securing higher marks in written examination shall be placed above the others.

(ii) If the marks in the written examination are also the same, the person older in age shall be above the others.

14. Select list :

- (1) The Selection Board shall furnish the merit list of the candidates to the State Police Headquarters for approval of the Director General and Inspector General of Police. On receipt of approval of Director General and Inspector General of Police, the same shall form the select list for the purpose of appointment of candidates.
- (2) The select list shall remain valid for a period of one year from the date of its approval or till preparation of another select list afresh, whichever is earlier.

15. Appointment :

On receipt of the select list, the Deputy Inspector General of Police at State Police Headquarters shall issue appointment order to the candidates in the order in which the names of candidates appear in the select list. The Head of concerned Police Establishment shall relieve the concerned employees from their unit to join in the higher posts immediately after issue of appointment order.

16. Training :

(i) Candidates selected shall undergo training in Junior Leadership Course for a period of 8 weeks followed by three months Bridge course of training at Biju Patnaik State Police Academy/ Police Training College, Angul or any other training centers as decided by the Director General and Inspector General of Police. The syllabus of both the course shall be finalized with approval of the Director General and Inspector General of Police for such training.

(ii) If the candidates fails in the examination, he shall be given two chances to clear it without having to undergo the training again. If he fails again he shall be reverted to his former rank as provided under Order 22.

(iii) The annual increments shall not be allowed unless and until the candidate passed the aforesaid examination.

PART IV

**PROMOTION OF ASSISTANT SUB-INSPECTOR OF POLICE(ARMED)
TO THE RANK OF SUB-INSPECTOR OF POLICE(ARMED)**

17. Eligibility for promotion :

(1) Assistant Sub-Inspector of Police (Armed) of all Police Establishments having completed three years of continuous service as such on the 1st day of January in which the Selection Board meets shall be eligible for promotion to the rank of Sub-Inspector of Police (Armed).

(2) The Selection Committee constituted under Order 18, while making recommendations for promotion shall follow the provisions laid down in—

- (i) The Odisha Civil Services (Criteria for Promotion) Rules, 1992;
- (ii) The Civil Services (Zone of Consideration for Promotion) Rules, 1988;
- (iii) The Odisha Civil Services (Criteria for Selection for Appointment including Promotion) Rules, 2003; and
- (iv) The Odisha Reservation of Vacancies in Posts and Services (for Scheduled Caste and Scheduled Tribes) Act, 1975 and the rules frame thereunder.

18. Constitution of Selection Committee for promotion :

(1) There shall be constituted a Committee for promotion of Assistant Sub-Inspector of Police with the following members, namely :—

- | | | |
|--|----|----------|
| (a) Additional Director General of Police, SAP/ I. G. of Police, SAP, Odisha | .. | Chairman |
| (b) Deputy Inspector General of Police
(To be nominated by the Director General of Police) | .. | Member |
| (c) Superintendent of Police or
Commandant (to be nominated by
the Director General of Police) | .. | Member |

(2) The recommendation of the Committee shall be valid and can be operated upon notwithstanding the absence of anyone of its members other than the Chairman :

Provided that the member so absenting was duly invited to attend the meeting of the Committee.

19. Select list :

(1) The recommendation of the Committee, on receipt of approval of Director General and Inspector General of Police, shall form the select list. Such select list shall remain valid for a period of one year with effect from the date of its approval by the Director General and Inspector General of Police or till another select list is prepared, whichever is earlier.

- (2) A separate select list shall be prepared for the Gurkha Cadre.

20. Appointment :

Appointment orders shall be issued by the appointing authority in the order the names appear in the select list. The Gurkha Assistant Sub-Inspector of Police (Armed), on such promotion, shall be posted to the Odisha Special Armed Police, 2nd Battalion and to the specified strength allotted to the Odisha Special Armed Police, 5th Battalion.

21. Training :

The Sub-Inspector of Police who are promoted from the rank of Assistant Sub-Inspector of Police shall be sent for three months training at Biju Patnaik State Police Academy or to any other designated training centre as decided by the Director General and Inspector General of Police.

PART V

CONDITIONS OF SERVICE OF SUB-INSPECTOR (ARMED)

22. Probation and confirmation :

(1) Every person appointed to the post of Sub-Inspector (Armed) by direct recruitment and by limited departmental examination shall be on probation for a period of two years and when appointed on promotion shall be on probation for a period of one year from the date of joining the post :

Provided that the Director General and Inspector General of Police may, if think fit in any case or class of cases, extend the period of probation :

Provided further that the period of probation shall be deemed to have been extended, if the candidate fails to pass the training under Orders 8, 16 or 22:

Provided also that such period of probation shall not include—

- (a) extraordinary leave;
- (b) period of unauthorized absence; or
- (c) any other period held to be not being on actual duty.

(2) The appointment of a probationer may for good and sufficient reasons to be recorded in writing be terminated by the Director General and Inspector General of Police at anytime without previous notice during the period of probation including extension of such period, if any, and after such termination, the employee shall deem to be reverted to his former post, in case he is a promotee.

(3) A probationer after completing the period of probation to the satisfaction of the Director General and Inspector General of Police shall be eligible for confirmation subject to the availability of substantive vacancy in the post.

23. Seniority :

(1) The *inter se*-seniority in the rank of Sub-Inspector of Police (Armed) for the existing personnel shall be fixed from the date of their appointment in the respective cadre. The date of appointment in respective cadre is determined by the date of publication of promotion order or date of publication of appointment order as the case may be:

Provided that the *inter se*-seniority of the person in their respective original cadres before the commencement of this order shall not be violated.

(2) The persons already functioning in the cadre of Sergeant, Deputy Subedar and Drill Sub-Inspector who became Sub-Inspector of Police (Armed) on commencement of this order shall en bloc be senior to the persons appointed to the cadre as per the provision of this order.

(3) *Inter se*-seniority of the Sub-Inspector of Police (Armed) appointed by promotion shall be in the order in which the names appear in the select list prepared under Order 19.

(4) *Inter se*-seniority of the Sub-Inspector of Police (Armed) appointed by Limited Departmental Competitive Examination shall be in the order in which the names appear in the select list prepared under Order 14.

(5) *Inter se*-seniority of direct recruit Sub-Inspector of Police (Armed) shall be in the order in which their names are arranged in the select list prepared by the Commission.

(6) All candidates appointed to the posts by promotion shall en bloc be senior to candidates appointed by way of Limited Departmental Competitive Examination in the same year.

Similarly, all candidates appointed by Limited Departmental Competitive Examination shall en bloc be senior to the direct recruits.

24. Relaxation :

Where the Government on a reference made by the Director General and Inspector General of Police or otherwise are satisfied that it is necessary or expedient so-to-do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of this order with respect of any class or category of persons in public interest.

25. Interpretation :

If any question arises relating to the interpretation of these rules, it shall be referred to the State Government whose decision thereon shall be final.

By order of the Governor

U. N. BEHERA

Principal Secretary to Government